



MoDOT's Disadvantaged Business Enterprise (DBE) and Work Force Program Update: External Civil Rights Division March 2015

Missouri Department
of Transportation
2015

Presentation Overview:



MoDOT DBE Program Update

- Where We've Been
- Where We Are
- Where We're Going

MoDOT Work Force Program Update

- Where We've Been
- Where We Are
- Where We're Going





MoDOT DBE Program Update

Where We've Been:

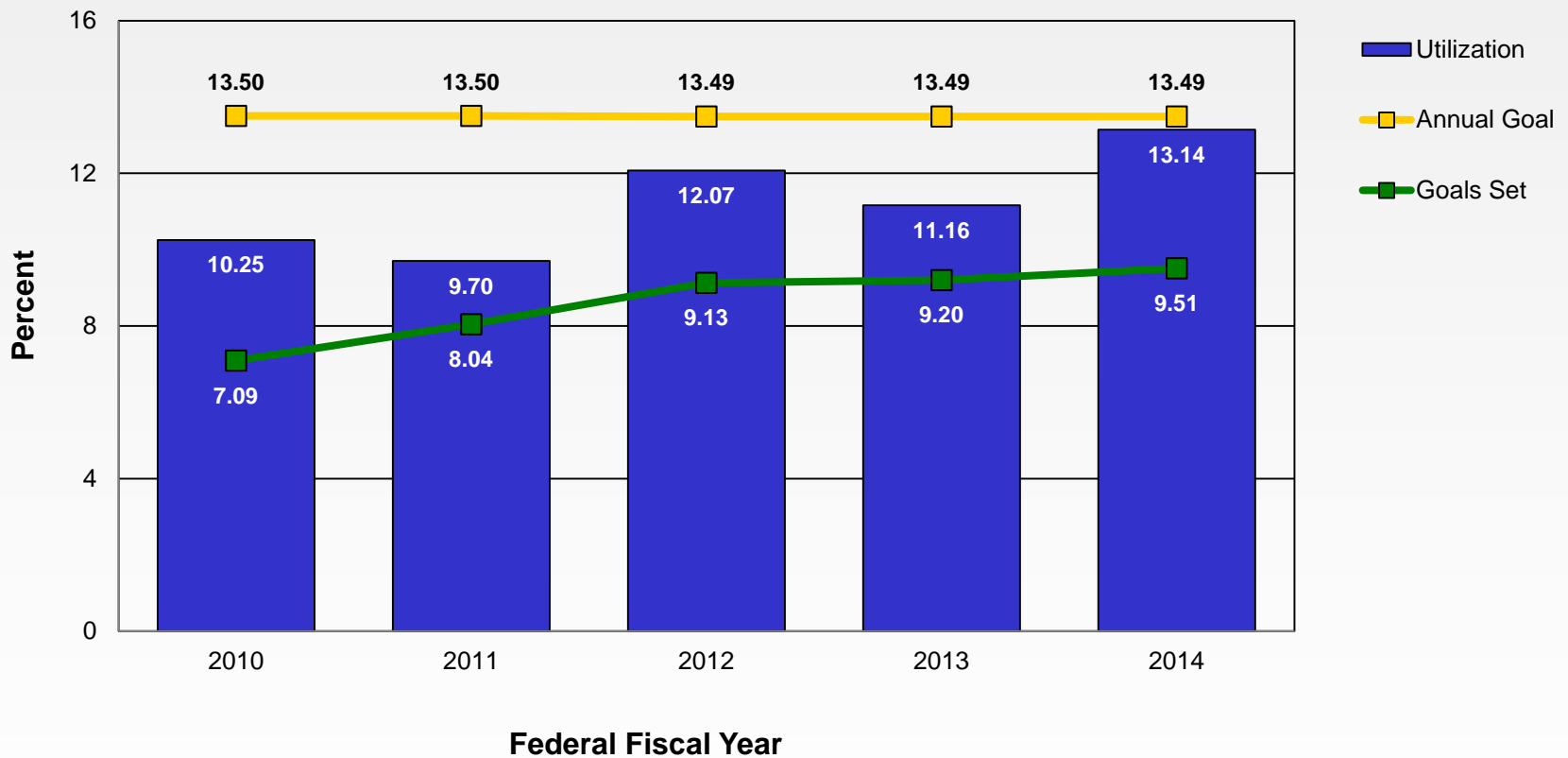
- Established a state UCP to Certify DBE firms
- Completed DBE Availability Study in 2004
- Determined 17.32% Minority and Women Business Available
- Established 13.49% Statewide DBE Goal FFY 2012-2014
- Developed CUF Review Process on Each Project
- Continued DBE/Supportive Services and Technical Assistance Programs
- Established Mentor Protégé Program

MoDOT DBE Program Update

Where We Are:



Percent of DBE Participation

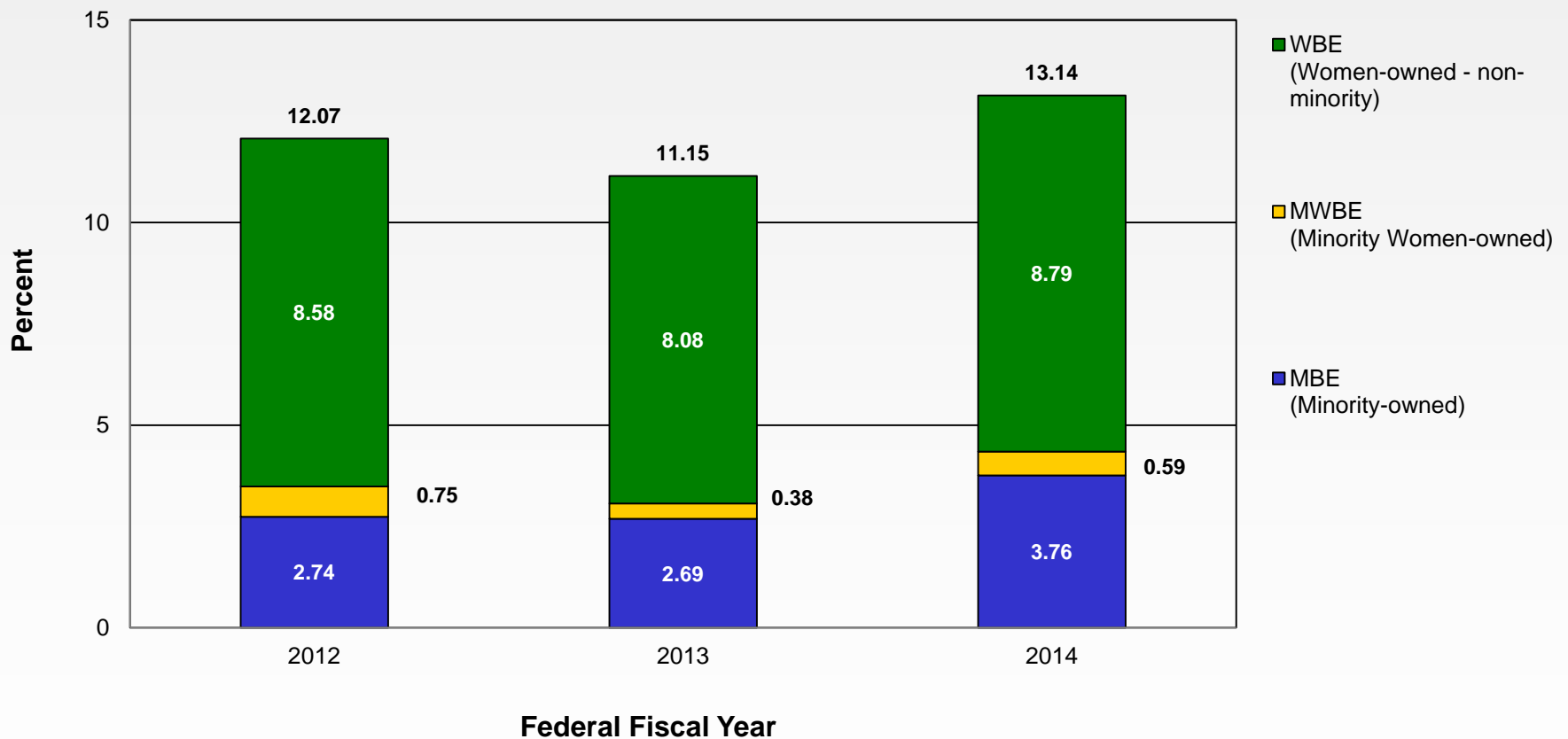


MoDOT DBE Program Update (*cont.*)

Where We Are:



Percent of DBE Participation by Classification





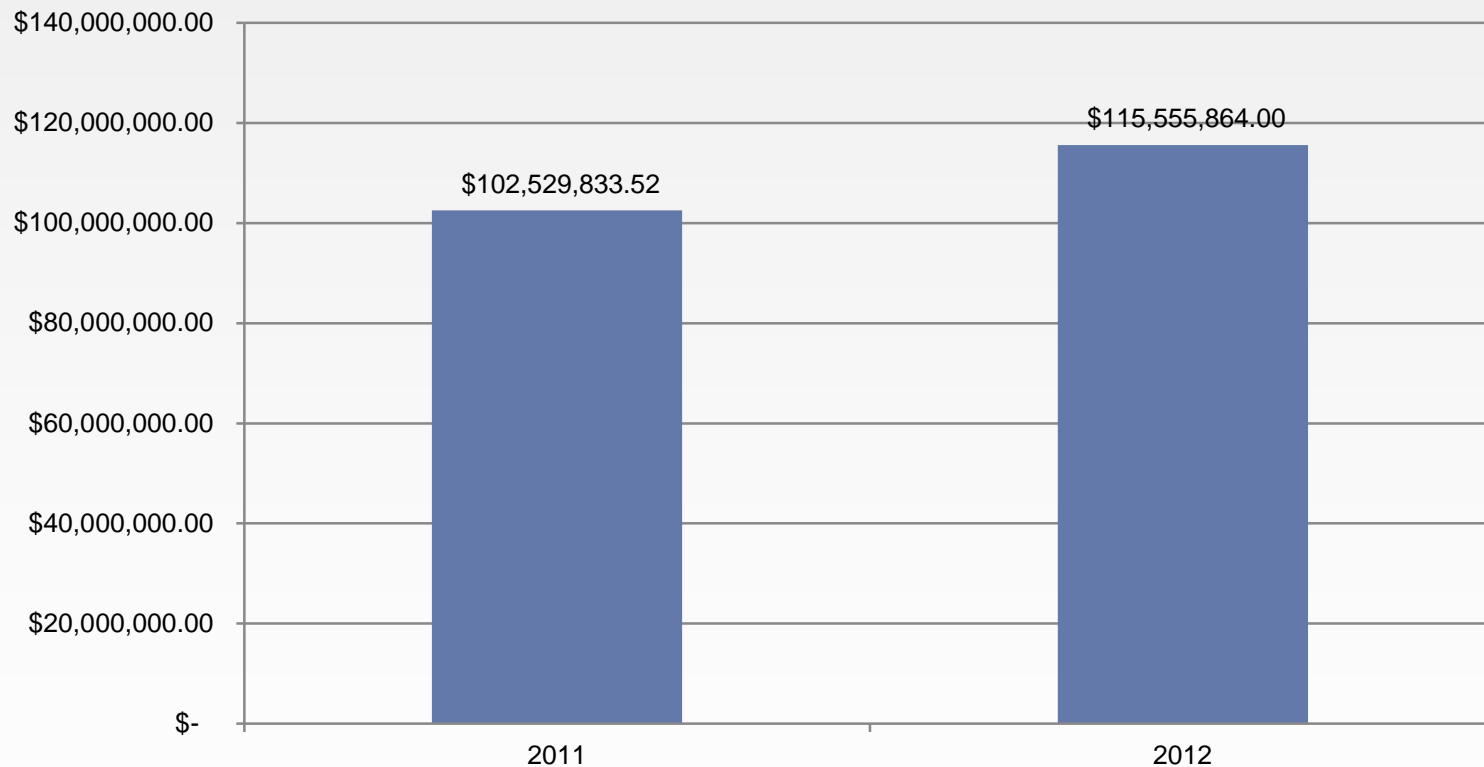
MoDOT's DBE Supportive Services Program

- Entrepreneurship Training Program
- Business Coaching and Technical Assistance
- Seminars and Workshops
- DBE Consultation and support
- Mentor Protégé Program
- NAICS Code Expansion
- Advanced Entrepreneurship Training
- D/M/WBE Outreach

MoDOT DBE Program Update (*cont.*)



Total Reported Sales for 61 DBE Firms in the Supportive Services Training Program 2011 and 2012





MoDOT DBE Program Update (*cont.*)

Where We're Going:

- Completed Recent DBE Availability & Disparity Study in 2014
- Determined 20.51% Minority and Women DBE Firms Available
- Established 15.38% Statewide DBE Goal for FFY 2015-2017
- Created new JSP to provide detailed guidance on Liquid Asphalt “Regular Dealer” Suppliers
- Implementing new 2014 DBE Final Rule Changes



MoDOT Work Force Program Updates

Where We've Been:

- Included the United States Department Of Labor (USDOL) Requirement for Work Force
- Executed Creative Work Force Plans on Major Projects in the Urban Areas on Design Build Projects



MoDOT Work Force Program Update (cont)

MoDOT has established a new Construction Work Force (CWF) Program

- Highlights the USDOL Minority and Female Work Force goals by Project
- Requires monthly reporting to monitor and track WF Goals
- Requires GFE to meet WF goals per project
- Includes Consequences for insufficient GFEs toward meeting project WF Goals
- Allows MoDOT to Hire third-party monitors to assist with tracking
- Establishes Regional Diversity Councils to assist review and recommend WF actions to MoDOT
- Selects several projects across the state to Pilot a “Phased-In” approach to the new CWF Program



MoDOT DBE and Workforce Program Updates

Key Points

- Implement new Statewide DBE Goal of 15.28%, which was submitted to FHWA for review and approval on October 31, 2014,
- Execute a new Construction Work Force Program, which enhances work force diversity on MoDOT projects.



MoDOT DBE Mentor Protégé Program - Objective & Purpose

The objective of MoDOT's Mentor/Protégé Program is to:

- Provide advice
- Provide assistance
- Provide training to the DBE protégé

The goal is to improve the DBE firm's management and operating skills for heavy highway design and construction. Subject to MoDOT and FHWA approval.



General Program Guidelines

What are the types of assistance that a mentor may provide a DBE Protégé?

Construction

- Business Planning
- Record Keeping
- Technical Assistance
- Introduction to working capital sources
- Financial Counseling
- Bonding Counseling
- Equipment Utilization
- Submitting Quotations
- Employee Management

Design/ Consultants

- Project Management
- Structural Design
- Roadway Design
- Surveying
- Geotechnical Analysis
- Construction Inspection
- Public Relations & Involvement



DBE Mentor Protégé Information on MoDOT's Website

www.modot.mo.gov/ecr/index.htm

- Mentor Protégé Guidelines
- Mentor and Protégé applications.
- Outline for a Mentor Protégé Development Plan
- Sample Development Plan



MoDOT anticipates it will release a Request for Proposal (RFP) for the funding around February 2014.

ADA Public Notice

- Memo Regarding Bid Express - Small Business Network
- Small Business Network Agreement

Click [here](#) for additional pre-bid notices on specific projects. Select the appropriate letting date to view possible notices that may projects may not have a pre-bid conference.

Mentor/Protege Guidelines and Application

- MoDOT Mentor/Protege Program
- Mentor Application
- Protege Application
- MoDOT DBE Mentor Protege Program 2013 - Powerpoint
- Sample Mentor Protege Development Plan

Bidding Opportunities with General Services

www.modot.mo.gov/gsbidding

MoDOT General Services solicits bid and proposals for materials, services, supplies, equipment, building construction and building materials. This web page contains the most up to date Non-Roadway and Non-Bridge Construction bidding opportunity information and DBE Certification.

NOTICE OF PUBLIC MEETING

- FFY 2014-2017 Disadvantaged Business Enterprise (DBE) Goal

Persons who require special accommodations under the Americans with Disabilities Act or persons who require translation services should contact the External Civil Rights Office (ECR) at (573) 751-2859. Persons who are Deaf or Hard of hearing may contact ECR through (800) 735-2966 or 7-1-1 (Toll Free - TTY) at least 3 working days in advance.



MoDOT DBE Mentor Protégé Program – Recent Updates

- MoDOT DBE Mentor Protégé Guidelines were updated with new sections in 2014 for:
 1. Appeals Process for Mentor Protégé program denials.
 2. Recognition of other Mentor Protégé Programs.
- Mentor Protégé “one-on-one” discussions with Oversight Committee-feedback from Prime Contractors, Consultants, and DBEs.
- Networking -MoDOT 2015 Civil Rights Contractor Compliance & DBE Training Symposium.

Participants in the MoDOT DBE Mentor Protégé Program

Past Graduates

- BRK Electric & Payne Crest
- Sabur & Intuition and Logic

Current participant

- Access & HNTB





Mentor Protégé Oversight Committee Members

- Donnetta Cole, Certification and Outreach-Kansas City, Southwest and Northwest Districts
- Rose Lucas, Certification and Outreach-St. Louis, Northeast and Southeast Districts
- Bill Schnell, Assistant District Engineer-St. Louis District
- Brian Kidwell, Assistant District Engineer-Kansas City District
- April Brown, Civil Rights Specialist

Ex Officio Members & Committee Advisors

- Lester Woods, External Civil Rights Director
- Lauren Paulwell, FHWA Civil Rights Manager
- George Philips, Philips and Associates



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